

# THE BULLETIN

MAY 9, 1994 ~ 47TH YEAR ~ NUMBER 18

## Budget 1994-95: Reductions Continue in Controlled Fashion

BY ALFRED HOLDEN

**U**OF T WILL CUT EXPENDITURES by \$5.7 million or about one percent in 1994-95 as it struggles to climb out of the red in the face of continued erosion of its funding.

This year's reduction follows an \$11 million spending cut last year and will be followed by further pruning in future years: \$5.9 million in 1995-96 and an average of \$7.5 million per year from then until 2000.

The statistics are contained in the 1994-95 budget report which, with the University's new long-range budget guidelines, maps out the manner in which U of T will cope with reductions in its operating grants or increases not expected to match the rate of inflation in the coming decade.

In the upcoming year, government operating grants to the University are expected to fall by \$9 million. However, some of that loss will be compensated for by increases in other types of income such as tuition fees.

"The University of Toronto is not in great shape financially but it has its affairs under control," Provost Adel Sedra said in an interview after last

Wednesday's meeting of Budget Committee. The committee endorsed the budget's forecasts and recommendations which go to Academic Board for consideration this Thursday, to Business Board May 16 and to Governing Council for final approval May 26.

Erindale classics professor Roger Beck, chair of Budget Committee, said it is unfortunate that U of T is having to reduce spending "very substantially." But the University is trying to minimize the impact by spreading the reductions over time and anticipating them, rather than responding at the last minute, he said.

"It means that we have no years in which we have to face impossibly large cuts," he said in an interview after the budget meeting. "This enables us to avoid nasty surprises and generally to ameliorate any nasty surprises that come at us."

The budget forecasts a bottom line of \$583,611,954 for running U of T in 1994-95. With the help of base budget cuts and a one-time-only cut of 0.15 percent, the University's

*~ See REDUCTIONS: Page 5 ~*

## Quarks of Quarks Raise More Questions

BY KARINA DAHLIN

**W**AY OUT WHERE THE LINES of the distant past and the remote future intersect, in the sphere where physics begins to look like theology, Professor Pekka Sinervo of the Department of Physics does his work.

Like any other physicist, Sinervo conducts experiments and publishes the results. That is standard practice and, for those who are well versed in physics, his calculations may even be comprehensible. But when he explains in lay terms what the experiments mean, the mind boggles.

Particle physics is Sinervo's specialty and he studies elements that are even smaller than those found in the nucleus of an atom. Yet the implications of his work address such large questions as why we exist. For example, Sinervo and many other scientists around the world are trying to find a way to understand why certain particles are heavier than others. In addressing the question, scientists will naturally be looking for *what* it is that affects this unequal distribution. For theologians that may be just one step away from asking *who*

oversees the distribution.

Professor Sinervo is one of the scientists in a 440-member team who announced April 26 they had found convincing evidence of the top quark. The top quark is the last piece needed to confirm a tidy arrangement known as the standard model of elementary particle interactions. The model, says Sinervo, describes how the universe developed and how it will evolve.

The model consists of six quarks in three pairs (up and down, charm and strange, top and bottom) and six lighter particles, leptons, also arranged in pairs. Associated with the model are four forces: strong, weak, electromagnetic and gravity.

The standard model was first proposed in the late 1960s when three quarks and four leptons were known. Scientists predicted then that the model would have eight pieces, but as more were discovered they modified it to include 12 pieces. The 11th, the bottom quark, was discovered in 1977.

Top quarks are not found in the stuff we spread on toast. Only the up

*~ See QUIRKS: Page 2 ~*

## SPRUCE UP FOR SPRING



JEWEL RANDOLPH

*Philosopher's Walk, a leafy haven for runners, strollers, idlers and the world-weary, has a new look this year. A brick pathway, top, has been under construction for two years and now extends from Hoskin Ave. halfway up the walk to the Edward Johnson Building. The remainder of the path as well as repairs to the concrete steps to Bloor St. should be completed this summer.*

### Q & A

## DOUBLE-E ADMINISTRATION

*Efficient, effective key words in Simcoe Hall changes*

BY SUZANNE SOTO

**B**ULLETIN: A number of decisions have recently been made leading to a restructuring of the senior administration of the University. What action has been taken? What prompted these changes?

**P**RICHARD: The most significant change is that I have reduced the number of vice-presidencies from six to five. In addition I have recommitted the administration to the Rethinking Administration initiative by extending its mandate for 12

months. The unifying theme in all the changes is the belief that we must make the central administration more efficient, effective, responsive and less burdensome. Just as we are asking all divisions of the University to plan their futures in the face of continued financial restraint, it is important that I undertake the same reassessment of the central administration.

**B**ULLETIN: What do you hope these changes will achieve?

**P**RICHARD: Overall, I hope to achieve a more efficient and effective central administration. In particular, by reducing the number of vice-presidencies, I hope to achieve both cost savings and some simplification of the decision making in the centre.

**B**ULLETIN: Why have you eliminated the position of vice-president (computing and communications)?

**P**RICHARD: I believe it is very

*~ See DOUBLE: Page 3 ~*

## IN BRIEF



### Cook, Tibshirani awarded Guggenheims

PROFESSORS ELEANOR COOK OF THE DEPARTMENT OF ENGLISH AND Robert Tibshirani of the Departments of Preventive Medicine & Biostatistics and Statistics have been awarded Guggenheim fellowships for 1994. Cook is a leading literary critic and theorist best known for her books on Robert Browning and Wallace Stevens. She is currently studying the structure and function of the riddle. Tibshirani's research focuses on applied statistical methods, with an emphasis on computer-intensive methods. He is also interested in biostatistics and the application of statistics to the medical sciences. Guggenheim fellows are chosen on the basis of unusually distinguished achievement and exceptional promise for future accomplishment. The John Simon Guggenheim Memorial Foundation selected 147 North American artists, scholars and scientists from among 3,157 applicants.

### Two receive Order of Ontario

TWO NOTABLE U OF T FACULTY ARE AMONG 16 PEOPLE TO RECEIVE a 1994 Order of Ontario, the most prestigious award the province gives its citizens. Professor Emeritus Prasanta Kumar Basu of the Department of Ophthalmology has been recognized for his achievements in ophthalmic research and establishing Canada's first eye bank located at 1 Spadina Cres. Professor Phil Nimmons, director emeritus of the jazz performance program in the Faculty of Music, is honoured for being a leader on the Canadian jazz scene for more than 40 years and an inspiration to young musicians. The Order of Ontario recognizes those who have demonstrated excellence of the highest degree in any field of endeavour and whose contributions have enriched the lives of others and the betterment of their communities.

### Status of women officer appointed

PROFESSOR RONA ABRAMOVITCH OF PSYCHOLOGY AT ERINDALE HAS been appointed status of women officer for a three-year term effective July 1. She has been acting status of women officer since Aida Graff left the position in early February. President Robert Prichard made the announcement at the University Affairs Board meeting April 26. Abramovitch said in an interview she will continue to act as an advocate for individuals or groups and work on policy development, providing advice to a wide range of people to help them remove barriers to women. Ultimately, she said, her goal is to ensure that equity and gender are considered in all policies, decisions and practices at the University.

### Salary disclosure not imminent

GOVERNING COUNCIL MEMBERS CURIOUS ABOUT THE SALARY RANGE of the president and vice-presidents will have to wait at least until the fall. A motion to amend any policy preventing the disclosure of this information has been referred to the Governing Council Senior Salary Committee for consideration. At the May 2 meeting of Council, chair Annamarie Castrilli said the Executive Committee decided to seek the salary's group's advice before determining whether the motion should be debated by Council itself. The salary committee — charged with setting senior administrative salaries and composed of Castrilli, Council vice-chair Anthony Comper, Business Board chair John Gardner and President Robert Prichard — will deal with the matter in late June and make a recommendation to Executive Committee in the fall.

### UTSA names executive

THE U OF T STAFF ASSOCIATION HAS NAMED ITS EXECUTIVE council for 1994-95. John Malcolm of technical services at Erindale will remain as president but Judith Eichmanis of the Institute for Environmental Studies will step down as vice-president (salary and benefits). She will be replaced by Louise Oliver of the Faculty of Pharmacy. The other members are: Felicia Refé of the Treasury Department, treasurer; Dilu Irani of the Department of Geology, vice-president (grievances); Joanna Blanas of the Department of English, vice-president (policy); Robin Breon of the Museum Studies Program, vice-president (extermal); Jane Maxwell of the Cooperative Program in Administration at Scarborough College, vice-president (suburban campuses); and Paul Carson of the Department of Athletics & Recreation, chair of the board.

## Home-to-Be



DAVID WOHLFAHRT

*It may look stark and cold at this point but, come September, this common room in the Innis residence will be filled with students. Construction on the 339-bed residence on St. George St. began in November. The adjacent underground garage is expected to open next month, operating at about 50 percent capacity. Construction on the Faculty of Management building, which will top the garage, is slated to start in June.*

### Sadleir Accepts Post as Professor

DAVID SADLEIR, WHO HAS OCCUPIED the position of vice-president (computing and communications) since August 1989, has accepted a two-year teaching appointment in the Department of Industrial Engineering. He holds a PhD in operational research from Lancaster University in England.

Sadleir's position was eliminated May 1, Prichard announced at the May 2 meeting of Governing Council. "Dr. Sadleir has worked with great dedication and loyalty over the past five years as vice-president," Prichard said. "I am grateful for his service to the University and look forward to his continuing valuable contributions to the University of Toronto."

The president has appointed Dan Lang, assistant vice-president (planning), to assume the duties held by Sadleir until a review of the portfolio is completed. Meanwhile the search for a new vice-president (business affairs) has started. In the

interim, Prichard has appointed Professor Michael Finlayson, vice-president (human resources), to lead the Rethinking Administration initiative. He has asked Janice Oliver,

assistant vice-president (operations and services), and Bob White, assistant vice-president (finance), to head the business affairs portfolio on alternating months.

### Lights Out!

A COMBINATION OF SCHEDULED repair work and faulty equipment meant the lights went out on the St. George campus for an hour and a half on the afternoon of April 26.

U of T receives electricity from two transformers, each with two lines. As it happened Ontario Hydro was working on one of the transformers while Toronto Hydro was inspecting one of the lines from the other transformer. That left one line of power free but it broke down, leaving the University without a power supply.

Several buildings have diesel generators for emergencies, among them

the Earth Sciences Centre, 215 Huron St. and the Medical Sciences Building, said Mike Pender, director of utilities. The system in the MSB did not operate to full satisfaction but the other diesel generators performed as expected.

The University has a six megawatt generator that supplies 25 percent of the electricity used on the downtown campus. It was undergoing an annual overhaul on April 26 but, were it operating, it still would not have saved the day because it cannot run in isolation without the aid of power supplied by Toronto Hydro, Pender said.

### Quarks of Quarks Raise Questions

*Continued from Page 1 ~*  
and down quarks are; together they form the neutrons and protons in the atoms that make up the molecules that make up our toast, our toaster and everything else. (The last particle of the atom, the electron that whirls around the neutron-proton nucleus, is one of six leptons.)

To study the top quark, scientists need either a big bang, like the one that sparked the formation of our universe, or a powerful accelerator. The US government operates such an instrument near Chicago. At Fermilab 440 scientists have recorded one trillion proton collisions, of which at least 12 looked like decaying top quarks. Over the next year they expect to record another 60 "events" which should be enough to confirm the existence of top quarks.

But this is not the end of the giant research effort. Now is the time to try to disprove the standard model. "One of the open questions is if there are more quarks," says Sinervo. "There is no really good reason to believe that three pairs is the right number."

The standard model answers a lot of questions but it still doesn't explain why we exist. Scientists know that for

every type of matter there's anti-matter — protons and anti-protons, neutrons and anti-neutrons, electrons and positrons. Yet the fact that we exist, that the universe exists, means there is more matter than anti-matter. Or maybe it means that there's a big chunk of anti-matter sitting somewhere else, far out in the universe. It's a question waiting to be answered.

At 35 Sinervo has a long career ahead of him but it is unlikely that all his questions will be answered in his lifetime. Funding is one of the obstacles. Experimental particle phys-

cists are expensive to keep in business; they always need bigger and more sophisticated instruments.

The US government's decision last year to stop construction of the superconducting supercollider in Texas was a great disappointment, says Sinervo. That instrument would have no trouble proving the existence of the top quark and would probably also have yielded the Higgs boson — that intriguing particle that confers mass on other particles in a manner that physicists like Sinervo are eager to understand better.

UNIVERSITY ~ OF ~ TORONTO

## THE BULLETIN

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# Reconsider Union, Says Eichmanis

BY SUZANNE SOTO

RELATIONS BETWEEN THE U OF T Staff Association and the administration have greatly improved over the past year but staff still lack job security and should consider unionizing, says Judith Eichmanis, UTSA's vice-president (salary and benefits).

Addressing UTSA's annual general meeting April 27, Eichmanis said that much was accomplished in 1993-94 through various agreements the employee group negotiated with the University. These include the social contract, the framework agreement on salary determination, grievance procedures and policy development and the creation of several staff and administration committees to deal with job-related issues. A joint committee that helps laid-off staff find new work at the University, for example, has worked particularly well, she noted.

However, none of the agreements "will give us any kind of job security," Eichmanis said. Staff should seriously consider unionization again "in the very near future," she noted.



Judith Eichmanis

After the meeting Eichmanis said that her words to the 60 people in attendance at the Earth Sciences Centre auditorium were prompted by worries over the expiry of the social contract in 1996. U of T will have to cope with a permanent \$18 million a year cut to its salary and benefits budget. She fears the University could decide to lay off "an incredible number" of administrative staff, particularly long-term

employees. A union contract would entrench staff's right to retraining and relocation and to seniority provisions. UTSA, she added, does not have enough clout to obtain these rights.

"We have a good employer with a lot of enlightened individuals but there are also some very poor administrators. There is nothing we can do to force them to retrain people or ensure that they don't fire long-term employees just because they cost more than younger people."

UTSA president John Malcolm agreed that employment security "comes only from unionized bargaining units in a collective agreement." However, he said he hopes the staff association and the administration will be able to work together to deal with the \$18 million shortfall before March 1996.

In an interview Professor Michael Finlayson, vice-president (human resources), downplayed UTSA's anxieties. The University has not laid off large numbers of staff to date and those released have largely been grant-supported employees whose funding has been cut off by federal or provincial sources, he noted. Finlayson added that future budget cuts leading to the release of faculty and staff have been phased over a six-year period to achieve employee reductions primarily through attrition.

The University has also created a relocation and career centre for laid-off staff, set aside money for retraining and is considering the establishment of a voluntary exit and early retirement plan for administrative staff.

Nevertheless, he said, if staff decide to unionize, the University would work towards establishing the same type of good relations it now enjoys with other campus unions. "I am not frightened of unions," he said. "It wouldn't be the end of the world."

UTSA attempted to join the Canadian Union of Public Employees in 1988: A vote on the issue failed by a narrow margin to give the association the percentage needed for certification. "If we had gone for an independent union in 1988 we would have got it," said Eichmanis, who will step down from her position on UTSA's executive this year. "What people didn't want was to be affiliated with a larger union."

# Women of Distinction



ROB ALLEN

*U of T was well represented at the ceremony for the Metro Toronto YWCA Women of Distinction Awards at the Westin Harbour Castle Hotel May 5. Ann Saddlemeyer, master of Massey College, left; Judith Finlayson, journalist and U of T alumna; Professor Gail Donner of the Faculty of Nursing; and Marsha Chandler, dean of the Faculty of Arts & Science, were among the six recipients. The awards recognize personal achievement and contributions to community and the lives of other women.*

## Not an Artful Dodge

THE THIEVES WHO STOLE THREE paintings from Trinity College did not take the college network into account. Indeed, the way they tried to sell the art shows they may have lacked a network of their own.

Just weeks before Trinity lost two works by Cornelius Krieghoff and one from the school of Francesco Guardi, the college art committee had invited a 1976 graduate to inspect the college's collection. The alumna is head of a local auction house. (She requested

that, for reasons of safety, neither her name nor her employer's be published.) When the pieces were stolen Jan. 22 and 29, college officials alerted her and others in the arts community.

The strategy worked. One day a couple of weeks ago two people, who were thinking of purchasing the paintings, walked into the auction house with the Krieghoffs and asked for an appraisal. Innocently, they had responded to a newspaper advertisement offering paintings for sale. The

auction house representative, the Trinity alumna, contacted police (Neil Stokes, the detective working on the case, is a former student of St. Michael's College) and on May 4 the Guardi and approximately 400 paintings by Toronto artist William Winter were found in a home on Braemar Ave.

Two people have been charged with attempted fraud and possession of stolen property; one is a U of T student, the other a former student.

## OHIP Replacement Investigated

ONTARIO UNIVERSITIES ARE INVESTIGATING a province-wide compulsory health insurance plan to replace cancelled OHIP coverage for foreign students.

The plan would be "as close as possible to what's now made available under OHIP," said Dan Lang, assistant vice-president (planning) and University registrar, in an interview. However, it remains to be seen how private insurers will respond to the set of requirements developed by the Council of Ontario Universities.

"I don't think we want to say to

people right now that we know some particular plan will be available because we don't, nor do we know what the plan would cost or on what terms it would be available," Lang said.

Last March the Ontario government announced it will exclude most temporary residents from OHIP coverage by June 30. U of T has more than 3,000 international students; about 19,000 foreign students are enrolled at universities in Ontario. In a letter to Ontario health minister Ruth Grier, COU called the deletion of OHIP a "cruel and ill-conceived

policy" and asked that it be rescinded.

The council, Lang said, wants all Ontario universities to participate in a single plan. This would ensure health coverage is the same at each university and would not affect a student's choice of institution. One plan would also benefit students because insurers would likely offer "a better plan at a better price" for a larger group.

The council also wants coverage to continue uninterrupted after OHIP ends as well as assistance for students who have to return home due to serious illness, he said.

## Double-E Administration

*Continued from Page 1 ~*

important that those providing computing and communications services reflect and not set the priorities of the University and its academic mission. I want to be completely clear in a rapidly evolving information technology environment that our goal is to harness information technology to the priorities and needs of the University and that service to the University is the principal mission of this division. As long as this function remained at the vice-presidential level, there was uncertainty in the minds of too many on campus that we had the priority-setting process right. BULLETIN: What will happen to U of T's ambitious plan to become a

leader in the deployment of information technology to support academic and administrative activities? PRICHARD: We plan to proceed full-speed ahead in this area. We are making major capital investments in UTORnet which links together our three campuses and the buildings on each of our campuses. UTORnet will provide a foundation on which we can build and deliver many more services and much more access to faculty, staff and students across the University. We are also pressing ahead with the introduction of new information systems for financial information (FIS), human resources and payroll (HRIS) and research information (TAURIS). Each of these

new systems will permit significant simplification and decentralization of administration at the University and more fully empower individuals in the divisions of the University to do their work with excellent information technology support. With respect to academic computing, we want to provide an environment for our faculty and students that ranks with the finest research universities on the continent.

BULLETIN: What will happen to the business affairs portfolio following the departure of Bryan Davies, vice-president (business affairs)?

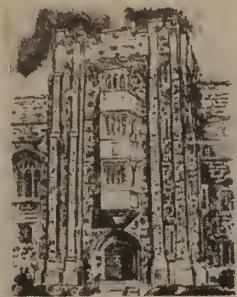
PRICHARD: I have decided to leave the portfolio essentially intact and I am seeking an individual to be ap-

pointed as the new vice-president. The business affairs portfolio must face the challenge of a further significant reduction arising from the long-range budget guidelines. The new vice-president will need to lead a major planning exercise to accommodate that reduction. At the same time, the introduction of a new financial information system offers exciting possibilities with respect to the finance and budgetary components of the portfolio.

BULLETIN: What will happen to the Rethinking Administration plan?

PRICHARD: The Rethinking Administration initiative will continue under Vice-President Michael Finlayson. I believe we are within grasp of some

positive results of the exercise. Within the next 12 months we will be introducing the three new major information systems. The challenge is to integrate the new systems and redesign major processes that will rely on these systems. For example, there are tremendous possibilities for gaining greater efficiency and effectiveness in purchasing, research grant administration and payroll and our challenge is to ensure we do not simply automate our existing processes but rather ask how to redesign them. I have extended a 12-month mandate to Rethinking Administration at which time we will take stock of whether or not a further 12-month period would be appropriate.



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# THE UNIVERSITY BUDGET

## President Wants the Best

BY SUZANNE SOTO

**D**ESPITE FUTURE BUDGET CUTS, U of T will have to offer competitive salaries to attract the very best teaching and administrative staff, President Robert Prichard says.

"We have to have competitive compensation for faculty and staff," Prichard told the May 2 meeting of Governing Council. "The University wants to be an effective employer in those markets."

Prichard was responding to concerns raised by some members over assumptions about wages and employee complement contained in the Long-Range Guidelines for Planning & Budgeting, 1994-95 through 1999-2000. The guidelines were approved by Council.

Thomas Simpson, an alumni representative, said the document assumes the University will save about three percent each year of the plan in wages and benefits as a result of the future elimination of jobs.

However, the guidelines call for wage increases starting at the end of the social contract period, from 1996-97 to 1999-2000. For faculty the increases would consist of the Consumer Price Index (CPI) averaging 1.7 percent plus progression-through-the-ranks; for administrative staff, CPI plus merit; for unionized employees, CPI plus one percent.



Thomas Simpson

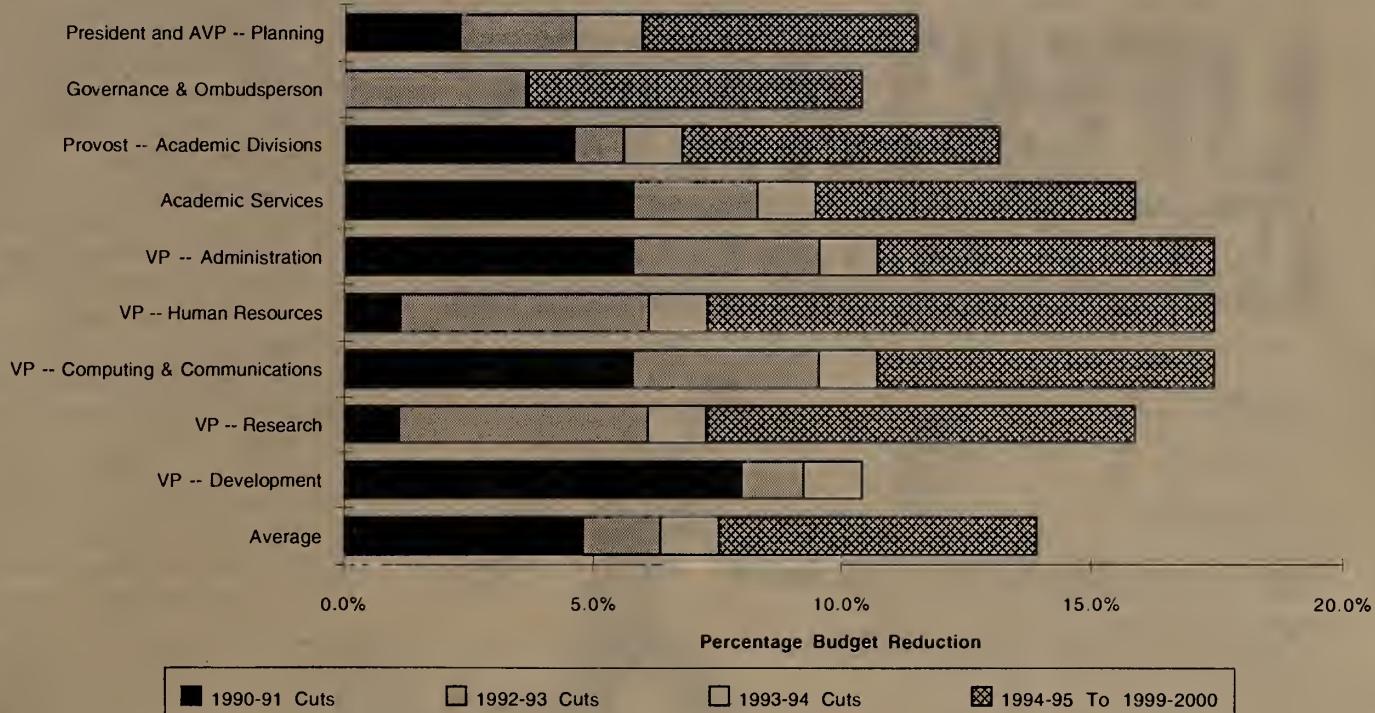
Is the administration happy, Simpson asked, that by 2000 the University will have the same number of students but far fewer faculty and staff, perhaps earning more money than now?

Provost Adel Sedra replied this may or may not happen. Over the next few years between 25 and 30 percent of current faculty will retire. "They will be replaced with junior faculty at tremendous savings," Prichard added. The University's goal is to have "fewer but excellent people."

Paul Cadario, an alumni representative, questioned the accuracy of the wage assumptions. "To what extent is the realism of these guidelines hostage to changes in the salary market for the people we want here?" he asked. Prichard said that for very good teachers and researchers, salaries will remain highly competitive. "They get offers from major research universities in Canada and across North America." As a result the guidelines' wage assumptions may require some adjustment in the future, he said.

## The Journey from \$382 Million to \$329 Million

Budget Reduction by Envelope Reductions Equalized Across Envelopes



**O**VER A NINE-YEAR PERIOD, from 1990-91 to 1999-2000, the University plans to reduce its base budget from \$382,104,000 to \$328,932,252. All figures are expressed in 1990-91 dollars.

The base budget figures do not include grants to the federated colleges, the cost of leasing off-campus space, compensation obligations and

other contractual obligations and policy commitments.

Over the nine-year period the budget of the president and the assistant vice-president (planning) is being reduced from \$4.6 million to \$4 million; governance and the ombudsperson from \$725,000 to \$649,600.

The provost's budget for aca-

demic divisions will decrease from \$287 million to \$249 million; the provost's budget for academic services from \$34 million to \$29 million.

Vice-presidential portfolios are being reduced as follows: business affairs from \$36 million to \$30 million; human resources from \$3.6 million to \$3 million; research and

international relations from \$2.3 million to \$1.9 million; and development and University relations from \$4.5 million to \$4 million. Computing and communications, which was headed by a vice-president until May 1, had a budget of \$9.5 million in 1990-91 and has a projected budget of \$7.8 million in 1999-2000.

## Three Groups Absorb Major Fee Hikes

**U**OF T SCHOOLS, ADDITIONAL qualification courses at the Faculty of Education and the pre-University program at Woodsworth will face substantial fee hikes this year.

At its May 2 meeting Governing Council approved fee increases of 48 percent for UTS, 35 percent for the education faculty's courses and 16 percent for the pre-University program. Council also ratified a general tuition hike of 10 percent, included in the 1994-95 fee schedule.

Alan Fleming, principal of UTS, said the school's 450 students will pay \$5,515 instead of the current \$3,875. The increase, he noted, is a result of the Ontario government's plan to remove a \$1.3 million grant starting in 1994-95. That funding covered 44 percent of the school's budget. In January the province agreed to give the school \$900,000 over the next three years to help it cope with the cut; not a large enough amount, however, to eliminate a shortfall.

The school's alumni association will provide additional funds for a bursary program to ensure that academically qualified students who pass the school's entrance exam can attend even if unable to afford the tuition. In the meantime UTS is attempting to raise \$10 million, \$3 million of which will be set aside "strictly for bursaries or for tuition assistance for students," Fleming said. The fundraising campaign has raised \$1.6 million to date.

Government cuts are also to blame for the increase in fees for additional qualification courses. They are offered to education faculty graduates who want to upgrade their professional teaching credentials. In April 1993 the province announced it would withdraw \$58.5 million in funding support to 10 universities for enrolment in these courses. The cut was to be phased over four years, starting with a 10 percent reduction

in 1993-94. The province's cut for 1994-95 is another 33 percent, said Professor Roger Smith, chair of continuing studies at the faculty. Teachers will have to pay \$743 per course, as opposed to the current \$550.

David Nimmo, director of the Woodsworth College pre-University program, said that its tuition increase is the second stage in a three-year plan to bring fees to the same level as those charged by the Faculty of Arts

& Science. The program helps adults who have dropped out of high school or been in the workforce obtain admission to U of T. Until 1993-94 pre-University course fees were markedly lower than those paid by arts and sciences students. Now, in light of the University's call for substantial budget cuts, the college can no longer afford this subsidy. In September pre-University students will pay \$65 more for a total of \$465 per course.

## Reductions Continue

*Continued from Page 1* ~ accumulated deficit will be slashed from \$17 million to \$11 million. U of T is aiming for a balanced budget by the turn of the century and to reduce the accumulated deficit left over from previous years to just over \$6 million.

Sedra and Beck said there is no question the cuts will bring tangible, visible changes to programs at U of T. There is very little non-salary money that remains to be cut and savings have increasingly come from "non-replaced positions" when people leave, said Beck.

That "indicates that certain areas simply are not taught or there are larger class sizes," he said. "In the case of administration, it means less support services, jobs that are not done or not done to the extent that they would be."

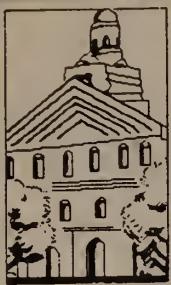
But administrators hope that with a long-range plan faculties and divisions will now have time to develop strategies that preserve or enhance the quality of the programs or services they offer, Sedra said. For instance, adequate notice of cuts lets faculties phase out some courses, making it possible to maintain or improve the quality of those they choose to keep, Sedra said. In addition heads of U of T units may turn to the academic and administrative transitional funds — pools of \$12 million and \$4 million respectively, created to help bridge the gap between old and new leaner budgets, said Sedra.

"The deans know what the total budget cut is going to be over the next six years. They know the total picture and so are able to plan. That's the aim," Sedra said. But he acknowledged cuts are still cuts. "Whether or

not it achieves that aim, we will begin to see in about a year from now."

Despite the reductions the 1994-95 budget and the long-range budget guidelines will allocate money for new programs. For the coming year \$6.1 million from the Academic Priorities Fund will be made available for new projects, said Sedra. About \$2.5 million has been pledged to new programs, with the rest awaiting the further development of plans by academic divisions.

Developing new programs remains fundamental to the University's mission, Sedra noted. "If we stop moving forward, if we stop thinking of new things and innovations, then we are really risking being left behind. Even in difficult times — perhaps particularly in difficult times — we have to keep our capacity for change and innovation."



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## IN MEMORIAM

### Scarborough Photographer Was Renaissance Music Fan

DAVID HARFORD, PHOTOGRAPHER at Scarborough College, died April 6 at the age of 54. He had returned from a photography session and collapsed in his darkroom, said his supervisor Alan Rosselet, manager of academic services at Scarborough.

Harford was born in Birkenhead, England. He was a member of the British Institute of Photography and, after emigrating to Canada in 1956, was hired by the CBC as a cameraman. He worked for the CBC until 1967 when he joined the newly opened Scarborough College.

According to Professor C.K. Govind of the Division of Life Sciences at Scarborough, Harford's "personal and academic contributions are firmly woven into the fabric of our college culture." Govind was one of the speakers at a memorial service April 18, attended by almost 300 members of the college. He remembered Harford as "a valued friend, an imaginative and energetic photographer and a tireless crusader of goodwill and civility."

Harford played the recorder which fostered his interest in Renaissance music; he and his wife



regularly attended the performances of the baroque orchestra Tafelmusik. They also travelled and wherever they went they sampled the best foods and wines, said Rosselet. Harford's interest in culinary excellence was legendary, he added.

Always enthusiastic about his work, Harford wanted to keep the department up-to-date with the latest technology, said Rosselet. He was in the process of digitizing his slide collection so people could search for the images they wanted on computers. His photographs are found in numerous research projects and are available to universities all over the world.

# THE TIES THAT BIND

*International adoptees show high self-esteem, says U of T, Wilfrid Laurier study*

BY ALFRED HOLDEN



RAHAM KEATING IS A CHIP OFF THE OLD block. At age six he already has his dad's impish wit, his sister's love for books and the family cat and his mom's fondness for Jell-O. No one knows what he will accomplish in life but people who know

Graham expect him to do well.

This happy circumstance might come as a surprise when you learn that Graham started out life in a Hong Kong orphanage. His mother gave him up at birth, and since there are not enough adoptive parents to go around in the British crown colony, his prospects for a stable family life were dim.

But Canadian journalists Susan Noakes and John Keating were working in Hong Kong at the time. Recent biological parents of daughter Jennifer, they were considering having a second child. However, the Keatings were troubled by the plight of children like Graham and decided to adopt him. When they returned to Toronto in 1990, he accompanied them.

Graham's successful adaptation to life in Canada with adoptive parents is typical, suggests a joint study of international, inter-racial adoptions completed by researchers at U of T and Wilfrid Laurier University.

Professors Joyce Cohen of the Faculty of Social Work and Anne Westhues, a colleague at Wilfrid Laurier's social work faculty, examined how such adopted children and their families have fared and what policies should regulate the practice. The three-year project, completed in January, involved interviews with 126 families living in Ontario, BC and Quebec who had adopted children from Vietnam, Bangladesh, Cambodia and South Korea during the 1970s. The adoptees themselves, now in or nearing adulthood, were among those interviewed.

The researchers gathered both hard data and anecdotal material, Cohen says. Generally their findings seem heartening in an era of racial tension and international strife. The kids, it seems, have done very well.

For example, the self-esteem of international adoptees was

found, overall, to be higher than the general population. About 56 percent of boys and girls demonstrated high self-esteem, compared with 45 percent in the general late-adolescent population.

The researchers also found that 82 percent of males and 70 percent of females reported being comfortable or very comfortable with their ethnic and racial background — not as high as siblings who were not adopted, but healthy percentages nevertheless.

females reported they had experienced "nasty or unpleasant behaviour" because of their ethnic or racial background. But "the general picture that emerges from the data is that the intercountry adoptees in this study appear to be well integrated into their families, have high self-esteem, have friends and positive peer relations," state the authors.

Cohen says one explanation for the positive findings may be that many youngsters were adopted by families much like the

Keatings — couples who were often internationally minded and humanitarian in outlook. "They were what you might call 'neat people,'" she said in an interview. Also these families generally had higher-than-average income and education and were able "to carry out some of their beliefs through international adoption."

The reasons people adopt internationally have been changing since the 1970s and 80s. The primary motivation for intercountry adoption today is the desire of infertile couples to be parents, she believes. "It will be interesting to see whether these adoptees will have a different adoptive experience."

The report includes a section on the ethics of international adoption, noting that there is by no means agreement that it is always a positive thing. Some people are concerned it does little to help poor countries and may even make it easier for governments to abdicate responsibility for changes that would benefit women and children. However, it has saved children who would have died from malnutrition, lack of medical care or as a result of war. A lot seems to depend on circumstances.

The study recommends Canada continue to be involved in international adoptions but improve educational and support services for adoptive parents and improve anti-racism programs. It also recommends social workers and other professionals receive more training in racial and ethnic sensitivity.

The project was funded by the National Welfare Grants division of Human Resources Development Canada. Cohen says she hopes its recommendations will be implemented but adds, "it is most likely going to depend on how hard parents lobby."



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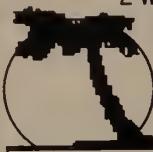
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### Reception for Retiring Faculty and Staff

President J. Robert S. Prichard will host a Reception for members of the faculty and staff who are retiring at the end of this academic session.

It will be held in the Hart House Quadrangle on Tuesday May 24, 1994 from

4:00 pm to 6:00 pm. In the event of inclement weather, the reception will be moved to the Great Hall.

Friends and family of the honoured guests, and all members of the University community, are cordially invited to attend.

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## INSTITUTE OF MEDICAL SCIENCE SCIENTIFIC DAY

Thursday, May 26, 1994  
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|             |                                                                            |
|-------------|----------------------------------------------------------------------------|
| 8:15 - 8:45 | Registration                                                               |
| 9:00        | Student Presentations                                                      |
| 11:00       | Laidlaw Presentation - presented by Dr. Laidlaw                            |
| 12:00       | Posters and Lunch in the Stone Lobby of Medical Sciences Building          |
| 1:45        | Faculty Presentations                                                      |
| 4:45        | Allan Wu Awards for the Poster Presentations - presented by Dean Hellebust |
| 5:30        | Closing Remarks - Reception                                                |

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For information or to schedule an appointment please phone 1-416-236-8656 and you will be contacted regarding details.

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### -By Appointment-

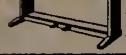
Thursday, May 12th, 9 A.M. to 9 P.M.

Friday, May 13th, 9 A.M. to 9 P.M.

### General Public:

Saturday, May 14th, 9 A.M. to 6 P.M.

Sunday, May 15th Noon to 6 P.M.

  Edward Johnson Building

# EVENTS



## LECTURES

**Censorship and the (Black) South African Writer: Dawn of a New Era.**  
WEDNESDAY, MAY 11  
Mariam Tlali, South African author and activist. Wetmore Hall, New College. 4 p.m. Women's Studies

**Dudley Laws versus the Metropolitan Toronto Police.**  
WEDNESDAY, MAY 11  
Dudley Laws, Black Action Defence Committee, and Peter Rosenthal, barrister and solicitor. 1078 Sidney Smith Hall. 7:30 p.m. Tickets \$3 or pay what you can. Information: 535-3004. Marxist Institute

**Murders in the Kingdom of Mari.**  
WEDNESDAY, MAY 11  
Daniel Bonnetterre, scholar, Montreal. Auditorium, Earth Sciences Building. 8 p.m. Canadian Society for Mesopotamian Studies

**Kievan Rus' and the Glory of Constantinople.**  
THURSDAY, MAY 12  
Rev. Martin Dimnik, Pontifical Institute of Mediaeval Studies. 4th floor, Alumni Hall, St. Michael's College, 121 St. Joseph St. 4 p.m. Friends of the Library, PIMS

**Jewellers of the Pharaohs.**  
FRIDAY, MAY 13  
Taber James, Department of Near Eastern Studies. 142 Earth Sciences Building. 6:30 p.m. Society for the Study of Egyptian Antiquities

**Playing with Proteins: Polymerization and Motion.**  
MONDAY, MAY 16  
Prof. Albert Libchaber, Princeton University, first of four Welsh lectures. Auditorium, Medical Sciences Building. 1:30 p.m. Physics

**High Temperature Superconductivity: Where Do We Stand?**  
MONDAY, MAY 16  
Prof. Robert Birgeneau, Massachusetts Institute of Technology, second of four Welsh lectures. Auditorium, Medical Sciences Building. 3:30 p.m. Physics

**Quantum Magnets in Two Dimensions.**  
TUESDAY, MAY 17  
Prof. Robert Birgeneau, Massachusetts Institute of Technology; third of four

Welsh lectures. 108 Koffler Institute for Pharmacy Management. 1:30 p.m. Physics

### Turbulence in a Box.

TUESDAY, MAY 17

Prof. Albert Libchaber, Princeton University; final Welsh lecture. 108 Koffler Institute for Pharmacy Management. 3:15 p.m. Physics

### The NDP's Impasse: Where Do We Go from Here?

WEDNESDAY, MAY 18

George Ehring, author, and Wally Seccombe, author. 1078 Sidney Smith Hall. 7:30 p.m. Tickets \$3 or pay what you can. Marxist Institute

### Epithelialization of Mucosal Wounds.

THURSDAY, MAY 19

Dr. Hannu Larjava, University of British Columbia. Room 170, Faculty of Dentistry, 124 Edward St. 4:30 p.m. Dentistry

### Two Hands — One Action: The Problem of Bimanual Coordination.

TUESDAY, MAY 24

Prof. Mario Wiesendanger, Université de Fribourg. 3227 Medical Sciences Building. 9:30 a.m. Dentistry

### Hoy decimos ¡Basta!: Popular Organizing and Elections in Mexico, 1994.

WEDNESDAY, MAY 25

Teresa Healy, Carleton University. 1078 Sidney Smith Hall. 7:30 p.m. Tickets \$3 or pay what you can. Marxist Institute

## COLLOQUIA

### Dissection of Mechanisms of Enzyme Catalyzed Reactions.

FRIDAY, MAY 13

Prof. David Cane, Brown University. 158 Lash Miller Chemical Laboratories. 3:30 p.m. Chemistry

### Surface Chemistry via Ab-Initio Molecular Dynamics.

FRIDAY, MAY 20

Prof. Emily Carter, University of California at Los Angeles. 158 Lash Miller Chemical Laboratories. 3:30 p.m. Chemistry

### Alignment, Isomerization and Unimolecular Dynamics in Supersonic Jets: From Hydrogen Bonds to Heat Baths.

THURSDAY, MAY 26

Prof. David Nesbitt, University of Colorado. 158 Lash Miller Chemical Laboratories. 3:30 p.m. Chemistry

## SEMINARS

### Asymmetric Cell Division and Disease.

THURSDAY, MAY 5

Prof. Gerry Fink, Massachusetts Institute of Technology. 3171 Medical Sciences Building. 3 p.m. Medical Genetics

### Polymer Dynamics and Pulsed Field Mapping and Sequencing of DNA.

MONDAY, MAY 9

Jaan Noolandi, Xerox Research Centre of Canada. 4279 Medical Sciences Building. 4 p.m. Medical Genetics



## MEETINGS & CONFERENCES

### Ireland: The Haunted Ark.

THURSDAY, MAY 11 TO

SATURDAY, MAY 14

Academic conference at Erindale College. Presenters include: Paul Bew on Irish politics; Ciarán Carson, poet; Ted Chamberlin on poetry; Patrick Corish on sectarianism; Kate Crossan, singer; Michael Cronin on a second-rate suburb of England; Mary Daly on the Famine; Jim Donnelly on clearances; John Doyle on popular culture; Kirk Elliott, fiddler; Jack Forster on natural history; Liam Kennedy on the paramilitaries; Linda Leith on being a minority; Ethna O'Kane, singer; Sam McLaughtry on Protestant identity; Medbh McGuckian, poet; Máirín Ní Dhomhnaill on literary tradition; Nuala O'Faoláin, *The Irish Times*; Loretta Reid, flute and tin whistle virtuoso; Tim Robinson, writer; Don Ross, Celtic folk guitarist; Denis Sampson on contemporary writing; Seamus Smyth on the heartland of Ulster; Brian Taheny, guitarist and fiddler; Ann Tannahill on another minority; and David Wilson on William Sibbett. Information: (905) 828-5418. Canadian Association for Irish Studies

### Academic Board.

THURSDAY, MAY 12

Council Chamber, Simcoe Hall. 4:15 p.m.

### Business Board.

MONDAY, MAY 16

Council Chamber, Simcoe Hall. 5 p.m.

### Committee on Academic Policy & Programs.

WEDNESDAY, MAY 18

Council Chamber, Simcoe Hall. 4 p.m.

### Italian Canadiana: Women and Italian Socio-Cultural Activities in Canada.

THURSDAY, MAY 19

Symposium. All sessions in 179 University College.

First session.

Early 20th Century: The Pioneering Role of Women in Toronto, Maddalena Kuitunen, Department of Italian Studies; The Struggle for Recognition in Toronto Post-Secondary Institutions (1945-1990), Anne Urbancic, Department of Italian Studies; Women in the Arts, Julius A. Molinaro, Department of Italian Studies; Women Leaders in Education, Alberto Di Giovanni, Centro Scuola. 10:30 a.m.

Second session.

The Contribution of Women in Northern Ontario, Adele Perugini-Dudgeon, St. Mary's School, Sault Ste. Marie; The Contribution of Women in Manitoba, Cristina Povolo, University of Manitoba; The Contribution of Women in Alberta, Valeria Lee, University of Calgary; The Contribution of Women in Quebec, Maria Predelli, McGill University. 1:30 p.m.

Third session.

Italian Canadian Women Writers, Vera Golini, University of St. Jerome's College; The Portrait of the Women in Italian Canadian Writings, Caroline Morgan Di Giovanni, Ministry of Education; Women in the Social Services in Metropolitan Toronto, Gregory Grande and Maria Verrilli, Toronto Board of Education; Women and the Teaching of Italian in the High Schools, Guido Pugliese, Italian studies, Erindale College. 3:15 p.m. Centre for Italian Canadian Studies, Centro Canadese Scuola e Cultura Italiana and Canadian Society for Italian Studies

### Economic Outlook and Policy Issues.

THURSDAY, MAY 26

Sessions at Four Seasons Hotel, Stuart/Tudor/Orange, 21 Avenue Rd. Outlook for the Canadian Economy. The Key Role of Monetary Policy; Exchange Rate Overshooting and Interest Rates. 9 a.m.

Fiscal Policies and the Recovery. 10:45 a.m. Sales Tax Harmonization, Taxation of Business Inputs and Competitiveness. 11:30 a.m. Institute for Policy Analysis

### Governing Council.

THURSDAY, MAY 26

Council Chamber, Simcoe Hall. 4:30 p.m.

## MUSIC

### "Lystneth and hearkneth aright": Medieval Song and Story.

FRIDAY, MAY 13

SINE NOMINE Ensemble for Medieval Music. Church of St. Stephen-in-the-Fields, 103 Bellevue Ave. 8 p.m. Tickets \$8, students, seniors and the unwaged \$6. Information and reservations: 638-9445. PIMS



## EXHIBITIONS

### JUSTINA M. BARNICKE GALLERY HART HOUSE

TO MAY 12

In Memoriam.

Joyce Ryckman, handmade paper installation. East Gallery.

### On the Word and the Book (corpus permixtum).

Fred McSherry, handmade paper installation. West Gallery. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

## ROBARTS LIBRARY

TO MAY 29

Ivo Andrić.

Featuring the life and work of Nobel laureate Ivo Andrić. 1st floor atrium.

### Three Centuries of Wedgwood.

Examples of Wedgwood jewellery, dinner ware, chemical apparatus, smoking paraphernalia, commemoratives, souvenir ware and other household items including a bird feeder. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

## THOMAS FISHER RARE BOOK LIBRARY

### The Telling Line: Image and Text in 20th-Century British Books.

To JUNE 29

Illustrated books and original art. Hours: Monday to Friday, 9 a.m. to 5 p.m.



## MISCELLANY

### Victoria University Convocation.

THURSDAY, MAY 12

Emmanuel College graduation. Honorary degrees will be conferred on Marion Isabelle Logan, John Royston Coleman and Goldwin Sylvester French. Honorary graduand John Royston Coleman will address Convocation. Convocation Hall. 8 p.m.

### Spring Fling.

SATURDAY, MAY 14

Prizes, games, bake sale and lots of fun for all. Margaret Fletcher Daycare, 100 Devonshire Place. 11 a.m. to 3 p.m. Information: 978-4352.

### Lesbian Co-Parents: Reinventing the Family?

MONDAY, MAY 16

Prof. Rachel Epstein, York University; lesbian and gay academic forum. 7th floor lounge, Claude T. Bissell Building. 140 St. George St. 7 to 10 p.m.

## University of Trinity College Convocation.

TUESDAY, MAY 17

Faculty of Divinity graduation. Honorary degrees will be conferred on Elizabeth May Nicklin, Andrew Sanford Hutchison, Cyril Hamilton Powles and Michael Holcombe Wilson. Honorary graduand Andrew Sanford Hutchison will address Convocation. Strachan Hall, Trinity College. 8 p.m.



## DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of May 30, for events taking place May 30 to June 13: MONDAY, MAY 16.

Issue of June 13, for events taking place June 13 to 27: MONDAY, MAY 30.

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## BBC News

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91.1

**CJRT-FM**

## EXHIBITIONS

### JUSTINA M. BARNICKE GALLERY HART HOUSE

TO MAY 12

In Memoriam.

Joyce Ryckman, handmade paper installation. East Gallery.

# CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to **Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1.** Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

## ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

**Ideal sabbatical visitor.** Spacious two-bedroom, two-bathroom en suite condominium. Fully furnished. 6 appliances; air-condition; balcony; swimming pool; parking. Super central location. Subway 10 mins. from U of T. Opposite park; TTC; shops. \$1,500 inclusive. 787-8464.

**Sabbatical leave.** Fully furnished house ideal for visiting professor/family available from June 1994 — July 1995. Two-storey, 3-bedroom; quiet street; modern kitchen, six appliances; French doors to dining-room; fenced yard; garden; large deck; garage; steps from bus, subway and GO train; close to schools and shopping; two blocks from lake at Royal York and Lakeshore. \$1,200/month + utilities. Call 978-1910 or 480-4818 (days); 503-8318 (evenings).

**Townhouse for rent — Cabbagetown** (2 miles from U of T). 3 bedrooms — 2 bathrooms — garage. Available August 1 (flexible) for 1-2 years. \$1,000 per month (\$1,200 furnished) + utilities. 861-9125 (h), 448-3733 (w).

**Executive condo for rent.** 1-bedroom, furnished. Excellent location to University (5-minute walk), Bay & St. Joseph. Recreational facilities: gym, sauna, pool, whirlpool, table tennis. Parking available. Very reasonable. Contact Margaret, day: 591-5547; evening: 848-0635.

**Sabbatical rental, High Park area.** Large detached house, 3 bedrooms, 2 studies, 2 bathrooms, fully furnished and equipped, garden. Close to subway, good schools, park. September through April. \$1,500 p.m. plus utilities. 585-4431 (U of T), 762-9165.

**West Annex.** 15 minutes walk U of T. Subway 3 minutes. August 1/September 1, 1994 to July 31, 1995. Close to schools, stores, parks. Victorian townhouse, furnished and equipped. Open-plan dining/living area, fireplace, two bedrooms, two studies, two bathrooms, garden, deck, private parking. \$1,425 + utilities. Phone: 588-3388.

**Furnished apartment for sublet.** Furnished apartment in charming building near U of T. 2 bedrooms, study, living-room, dining-room, bathroom, balcony, front and back doors, parking. Available June, July, August, September. \$1,000/month. (416) 921-5901.

**Annex short- or long-term apartment.** One-bedroom, fully equipped, furnished, dishes, linens, etc. Immaculate, quiet, smoke- and pet-free, parking, walk to U of T. \$300 per week. Available July 1. Phone (416) 967-6474.

**Fully furnished, 3-bedroom house available July 1 for 1 year.** Midtown Toronto, steps to TTC, parks and ravine. Large deck, parking and yard. Children welcome. No smokers. No pets. \$1,300/month plus utilities. (416) 656-2212.

**Furnished, detached family home for sabbatical visitor.** Yonge/Lawrence area, four bedrooms, family room, 3½ baths, modern eat-in kitchen, fireplace, garage and nanny quarters. Steps to Lawrence subway, Lawrence Park, excellent schools and convenient shopping. Fifteen minutes to U of T by car or subway. Approximately July

1994 to August 1995. \$1,750/month plus utilities. 484-6188.

**St. George north of Bloor.** Spacious, furnished, one-bedroom apartment with large balcony and indoor parking. Ideal for single adult or couple. Non-smokers only, references. \$850. Available from July 1. 921-3363 evenings.

**Elegantly renovated, furnished home** in west Annex, perfect for visiting professor. Two bedrooms, office, finished basement, central air, garden, parking, walk to University. Available September-December 1994. No smoking, pets or small children. Reasonable terms negotiable for excellent tenant, including possible rental of vehicle. 535-2195.

**Sabbatical rental.** Detached house, three bedrooms, two bathrooms, private backyard. Two-car driveway with garage. Fully furnished and equipped. Close to Erindale campus. TTC to U of T. Available July 15 (negotiable). \$950/month. 678-2704, evenings.

**One-bedroom apartment.** Fully equipped. Parking, pool. Yorkville, overlooking park. Walking distance to University. July to August 15. Non-smoker. References. \$1,500. Call 924-4217.

**Elegant Victorian one-bedroom** to let July/August or September 1994 through May 1995. Working fireplace, private garden, laundry facilities. Quiet neighbourhood within walking distance of U of T & Queen St. W. \$1,000/month. Call 340-1031 weekdays: 9am-5pm.

**Admiral Road.** Furnished, spacious, 1-bedroom, lower-level apartment. Own entrance, fireplace, dining area, quiet, close to U of T, parking available, 4 appliances. \$835/month inclusive. July 1. 822-4015 days.

**Annex — Brunswick Ave.** First floor and part of second floor of semi-detached house. Two bedrooms, large living-room/dining-room; two bathrooms (4- and 3-piece); washer/dryer, dishwasher; fireplace; backyard; parking; close to subway (Dupont Stn.), University of Toronto. \$1,450 per month plus hydro. Available July 1. Call: Mark at 653-7818 or Michael at 929-1773.

**Architect reno, fully furnished home,** September-June or shorter period, Yonge/Davisville area, quiet street 5 minutes from subway. 3 bedrooms, 2½ baths, ample storage, spacious basement. Parking, garden, piano, intercom. Open concept, cathedral ceiling, lots of light and pine. \$1,650 monthly. Tel/fax 485-9032.

**July-August rental.** Spacious two-bedroom, two-bathroom condominium. Fully furnished. Balcony; splendid view; air conditioning; swimming pool; underground parking; TTC at doorstep; parkland setting. \$800 per month. (416) 585-4486.

**Furnished 2-bedroom apartment** in quiet building. Available approximately July 15, 1994 to July 15, 1995. TTC at door. Beautiful view of lake. No more than 2 tenants allowed. No pets. Non-smokers. \$800/month. (416) 255-4773.

**High Park:** steps to park & subway, 1-bedroom, cathedral ceiling with skylights, modern kitchen. July 1. \$600/month + utilities, including laundry facilities, central air, ap-

pliances. Suit one person or couple. No pets or smokers. (416) 769-8177.

**Downtown condominium.** Furnished, large, bright, 1-bedroom + den. 6 appliances, fireplace, a/c, sauna. Walk to subway, 5 min. walk to U of T. September/94-May/95. \$865 (\$940 with parking). References. 929-8647 evening; 327-8547 day.

**Sabbatical rental.** Furnished two-bedroom bungalow in Etobicoke. Central air conditioning, 5 minutes by bus to Old Mill subway station. Available for 1994-95 academic year (10-12 months). Non-smokers, no pets. \$1,100 plus utilities. 239-2651 evenings.

**Studio? Apartment? Office?** All of the above! Perfect space for off-campus office. One minute to Robarts Library! Complete with kitchen & bath. Live in or out. References required. \$500/month all inclusive. Available June 1 or TBA. Please call 971-6094.

**Huron-Sussex-Robarts Library.** Steps to campus. Large studio apartment, newly renovated & decorated Victorian house with fireplace, large private deck. Available July 1 or TBA. \$775 monthly including all utilities & cable TV. First & last months' rent & references required. Could be furnished & fully equipped at additional cost. Parking available. Call 971-6094 for appointment or leave message.

**Sabbatical home, High Park.** 3 bedrooms, newly renovated kitchen and bathroom. Furnished, quiet. 3 minutes from subway. Two blocks from schools, park, shopping. Private parking. Non-smokers. July 1 through June 30, 1995. \$1,250 + utilities. (416) 767-8719.

**Furnished apartment.** Available June 1 — July 31. 1 bedroom plus office. Doorman, indoor pool, central air, washer/dryer. Centrally located at Summerhill subway station. Excellent restaurants & shopping within walking distance. \$1,300/month. (416) 966-1818.

**Summer rental.** Large, detached, renovated Victorian house. On subway, 10 minutes U of T. 4 bedrooms, deck with view, charming garden, spacious kitchen. Non-smokers; children welcome. Reduced rent in exchange for housesitting. June 30 — August 20. \$1,000/month. 537-4967, 978-4008.

**Christie/St. Clair.** Unfurnished, renovated house. May 16, 1994 to June 4, 1995. Two storeys, 4 bedrooms, 2 baths, single garage/drive, French doors throughout, cathedral ceiling and skylight in kitchen, sun-room, cedar deck French door access, large backyard, privacy fence, fridge, stove, dishwasher, washer, dryer. 15 minutes U of T. Non-smokers. \$1,400 inclusive. (416) 533-9570.

**College/Beverley.** Attractive, lower-level, one-bedroom, self-contained apartment in beautifully renovated house close to U of T, TTC and downtown. \$700 + utilities. 581-1247.

**10-minute walk to U of T.** 5-bedroom brick house, recently renovated and decorated, fenced yard, on subway line. Large bright rooms, perfect family home. \$1,800+ or \$2,000 all inclusive. Availability flexible. Call Alan, (416) 588-5697.

## ACCOMMODATION RENTALS REQUIRED

**For June 1.** Detached home in rural setting. Modernized, heritage type preferred. Northeast area above Metro. Garden/trees. Fireplace. Prefer two-year lease. Call (905) 477-7082.

**Going away or on sabbatical?** Housesitter available. Responsible, mature, non-smoking university grad with references. Short- or long-term. For downtown/central location. 920-4882 or (905) 854-2439.

**September 1, 1994 — January 31, 1995.** Professor on sabbatical requires furnished two-bedroom house or apartment for self, wife, toddler. Non-smokers, no pets. Prefer close to U of T. (204) 783-6086.

## ACCOMMODATION SHARED

**High Park 2-storey garden condo,** at Bloor subway station. Woman/owner to share furnished 2-bedroom, pool, security, laundry en suite, heat/air-conditioned, fully equipped. Quiet Quebec Avenue. Non-smoking, bright, clean. \$450/month. Parking available. (416) 761-9671.

**Seeking female non-smoker over 30** to share lovely home with woman professional and her daughter, at Spadina and Eglinton. 3 baths, garage, TTC, air conditioning, laundry and landscaped yard. \$500/month. (416) 487-3797.

**Looking for: cultured, tidy, intellectual male or female** to share large gracious apartment in Yorkville/Annex. Two bedrooms, two washrooms, elegant/funky furnishings. \$500/month. Parking available. Call 922-4099 after May 18.

## ACCOMMODATION OVERSEAS

**London House, London England.** Spring/summer accommodation in University of Guelph's London House. Rooms or flats, full housekeeping privileges. Minimum four nights — reasonable rates. Smoke-free environment. Ideal for academic/tourist travellers. Inquiries: Ph. (519) 856-4412, fax (519) 856-4087.

**Brittany, 17C manoir.** Beautiful, secluded, 20 min. beaches, 5 min. town. Main: 3-bedrooms, dining-room, music room, 2 bathrooms. Wing: self-contained apartment. Photos available. Summer \$5,000/month (two-week minimum). Also sabbatical. (416) 694-9295.

**Latin Quartier Paris (near Sorbonne).** Bright, comfortable apartment: 1-bedroom + study and large living, modern kitchen and bath. Fully equipped. \$1,500 + utilities. (One year or less — available September 1, 1994). Tel: (416) 466-0078 or between April 7 and April 30 (416) 978-8449.

**Nara, Japan.** Modern Japanese style apartment available for sublet in August. Attractive, spacious, air-conditioned, close to public transport and sightseeing (Nara, Kyoto, Osaka). \$1,200. Write to: 207 Avenir Koriyama, 2-14 Asahi Cho, Yamato-Koriyama, Nara 639-11 Japan.

**Paris-Montmartre.** For month of August. Beautiful, spacious, two-bedroom, furnished apartment (six major appliances). Luxury bathroom. Sunny, quiet, newly renovated. Large garden, digicode, excellent shopping/transportation (25 minutes from Louvre). No pets, smoking. \$2,000. 978-4882.

**Paris Latin Quarter.** Charming 2-room apartment. Furnished, fully equipped kitchen and bath. Sleeps 4. For rent from mid-June through mid-September. \$1,200 US dollars per month. Phone: 33-1-42 54 64 26 or fax: 33-1-34 66 10 11.

## ACCOMMODATION EXCHANGE

**Academic couple with Toronto references** seeks to exchange furnished three-bedroom, three-bath, two-study home in Washington, DC area (suburban Maryland), for Toronto residence from summer 1994 to June 30, 1995. (301) 598-3730.

## BED & BREAKFAST

**In the Annex,** within walking distance of the U of T, is an immaculate English-style home. We are smoke- and pet-free. We cater to diets. We have parking. \$65 single, \$80 double (no taxes). (416) 967-6474.

## VACATION / LEISURE

**Rent last week June to September 30,** century fieldstone farmhouse, fully furnished and equipped. Near Orangeville. Four bedrooms. 100 hilly acres, swamp and streams. \$1,000 per month + utilities. Michael Joy, 978-6538.

**Cottage on Lake Muskoka** (2 1/4 from Toronto) available July-Sept. All amenities, gas BBQ, dock, canoe. Suitable for small family with older children. \$700/week or \$2,400/month. 783-2680 after 6:00 p.m.

**Breathtakingly beautiful retreat.** Relax and watch the ships roll past this very large and private summer home overlooking islands in the St. Lawrence River near Brockville. Available to rent during June, August and September. \$625/week. Includes hydro, power boat, boathouse and tennis court. (416) 203-3061.

**Cottage for rent.** Spacious single cottage near Tobermory, Bruce Peninsula, lake-front, private, three bedroom, knotty pine interior, fireplace, hot water. \$440 per week. Available June, July, August. Call Iris Hamilton, 978-4676 days, 966-8558 evenings.

**Caledon:** small one-bedroom cottage on private lake, ideal for writer or artist, beautiful quiet setting, rowboat. \$300/week. (416) 769-6109 Weds., Thurs.; (519) 941-8734 Fri.-Sun.

**For rent: July 1 to 22,** large family island cottage in Muskoka, near Huntsville. Victorian main cottage with 2 fireplaces, large kitchen, 2 bedrooms, bath, screened-in porch. Five sleeping cabins. Boathouse, sheltered dock and small beach on east, dock and splendid view on west. Open area for games. Canoes, albacore, rowboat and 18 h.p. motor boat. \$1,200 per week. For information, please call Elizabeth White, at (416) 481-3738 or 481-5015.

Cottage in P.E.I. for rent. Overlooking Northumberland Strait, miles of beautiful white, sandy beach. Three bedrooms, \$475/week. Available July and first week in August. Call 488-6370 or 736-5218.

### HOUSES & PROPERTIES FOR SALE

**Retired academics**, now grown desperate, must give up their year-round retreat. It's convenient and comfortable with a congenial outlook. On paved road near Blyth, 2 1/4 hours from Toronto. Completely renovated, insulated, 1912 solid brick schoolhouse, overlooking brook. Three floors, 3-4 bedrooms, 3 baths, 33 ft. living room. Separate insulated studio. Attached double garage. \$134,900. (519) 657-7092, (519) 523-4544.

**\$88,000 - Prince Arthur luxury condo penthouse suite.** Carries like rent. Security, view, rooftop gardens, laundry en suite. Minutes from subway & U of T. Must sell. Paula Basil — Homelife Heritage Group — (905) 764-7111.

### MISCELLANY

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

**ACCENT NEED ADJUSTMENT?** Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

**Mount 'n Seal.** Shrink-wrap picture framing. Attractive and affordable. Call 423-9975 for locations.

**Psychologist providing individual, group and couple therapy.** Personal and relationship issues. U of T extended health plan covers psychological services. For a consultation call Dr. Heather A. White, 535-9432, 140 Albany Ave. (Bathurst/Bloor).

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelburne Street, Victoria, B.C. V8P 5G8.

**Stress, depression, relationship problems.** Experienced counselling for individuals and couples. Excellent coverage through U of T extended health benefits. Dr. Gale Bildfell, Registered Psychologist, 114 Maitland Street (near Wellesley and Jarvis). 972-6789.

**MASSAGE THERAPY** naturally affects a relaxation response. Enjoy a quiet retreat from the stress of daily life. The experience will rest and refresh your body and mind. Bloor/St. George location. By appointment. Kathy Dillon, R.M.T. 787-1070.

**Be creative,** give yourself a weekend of drawing and/or painting (all media) in the country, near Orangeville, free beautiful scenery provided. Further information (416) 769-6109 Wednesday-Thursday, (519) 941-8734 Friday-Sunday. Professional Artist Teacher.

We know an excellent nanny seeking full-time employment. References available. Please call Don or Nancy. 922-3334 evenings.

## RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

### GENERAL

#### CANADA COUNCIL

The Killam program will consider requests in all disciplines for fellowship support extending over an initial period of up to two years. Killam research fellowships provide partial or full salary replacement to a maximum of \$53,000. Requests must be submitted on the Killam research fellowship application form. The 1994 version is now available at UTRS. Deadline is June 4.

### MEDICINE & LIFE SCIENCES

#### AMYOTROPHIC LATERAL SCLEROSIS ASSOCIATION (US)

The ALS Association is soliciting research proposals to investigate the role of free radicals in the process of motor neuron cell death. Proposals that encompass both basic and clinical investigations will be considered but not clinical trials of therapy. Preference will be given to short-term (two years or less) proposals with a \$40,000 US funding limit. Initial application is by letter of intent.

Investigators are reminded that the usual University signature and application procedures apply. For a list of topics of particular interest to ALS under this program, please contact UTRS. Deadline is July 1.

#### CANADIAN BREAST CANCER FOUNDATION

The foundation is dedicated to the support and funding of breast cancer research, treatment and education. CBCF is particularly interested in providing seed funding to initiate new projects, with the anticipation that researchers will seek ongoing support from other sources once the project is under way. Grants are awarded for one year only; however multiple year projects may continue to be supported in subsequent years. Deadline is May 27.

#### CHARLES A. LINDBERGH FUND, INC.

The Lindbergh fund seeks to further a balance between the advance of technology and preservation of the human and natural environment. Support is available in amounts up to \$10,580.

Categories of interest to the fund are: agriculture, aviation/aerospace; conservation of natural resources; education; exploration; health; and waste minimization and management. Deadline is June 4.

#### NATIONAL INSTITUTES OF HEALTH (US)

NIH has implemented policies, effective immediately, concerning the inclusion of women and minorities in clinical research study populations. These instructions will apply only to grants and cooperative agreement applicants who propose clinical research studies that include human biomedical and behavioural studies of etiology, epidemiology, prevention (and preventive strategies), diagnosis or treatment of disease, disorders or conditions, including but not limited to clinical trials. These policies are published in the NIH Guide for Grants & Contracts, reference Sept. 28, 1990, vol. 19 no. 35 (minorities) and Aug. 24, 1990, vol. 19 no. 31 (women). Copies are available from either NIH or UTRS.

#### SMOKELESS TOBACCO RESEARCH COUNCIL

The council will support independent research that addresses the etiology and pathogenesis of diseases claimed to be associated with smokeless tobacco. Investigators are advised that as the council permits an indirect cost component, the full 12.5 percent should be included in the application budget. The usual University application procedure and signature requirements apply. Interested investigators are advised to contact the agency directly for the application package. Deadline is June 30.

#### PHYSICAL SCIENCES & ENGINEERING

#### LAIDLAW FOUNDATION

The Great Lakes conservation program offers support for programs in the following areas: public involvement in policy and management issues; applied research that is innovative and has public policy

relevance; effective cooperative ventures to protect ecologically important near-shore and coastal zone areas of critical wetland; environmental education/information projects; sound land-management measures to reduce non-point sources of pollution; projects of national significance that fall outside the Great Lakes region but where seed funding would act as a catalyst; community-based sustainable society projects (e.g., recycling, pesticide-free lawns, water conservation). Grants are normally in the range of \$15,000. Deadline is July 1.

#### UPCOMING DEADLINES

##### MAY 15

Canadian Liver Foundation — bridging operating grants

Franklin Institute — Bower award

##### MAY 27

Canadian Breast Cancer Foundation — research grants

##### MAY 31

March of Dimes (US) — reproductive hazards or clinical research grants (letter of intent)

##### JUNE 1

American Speech-Language-Hearing Foundation — clinical research grants, young scholar awards for minority students, graduate student scholarships

Genesis Research Foundation — eating disorders program, research grants

MRC — development (phase 2 only); university-industry operating, clinical trials, research chairs, visiting program, workshops, B.C. Lung/MRC scholar (letter of intent)

National Institutes of Health — new research grants

##### JUNE 15

Canadian Nurses Foundation — research grants

National Alliance for Research on Schizophrenia & Depression — established scientists award (letter of intent)

Whitaker Foundation — full application

##### JUNE 30

Canada Council — Killam fellowships

Smokeless Tobacco Research Council — research grants

## SIGMUND SAMUEL

### LIBRARY AND SCIENCE & MEDICINE LIBRARY HOURS

Monday to Thursday

8:30 a.m. to 11 p.m.

Friday, 8:30 a.m. to 6 p.m.

Saturday, 9 a.m. to 10 p.m.

Sunday, 1 to 10 p.m.

### ROBARTS LIBRARY HOURS

Monday to Friday

8:30 a.m. to midnight

Saturday, 9 a.m. to 10 p.m.

Sunday, 1 to 10 p.m.

### THOMAS FISHER RARE BOOK LIBRARY HOURS

Monday to Friday

9 a.m. to 5 p.m.

### V.W. BLADEN LIBRARY SCARBOROUGH COLLEGE

Monday to Thursday,

8:45 a.m. to midnight

Friday, 8:45 a.m. to 5 p.m.

Saturday, noon to 6 p.m.

Sunday, 1 to 8 p.m.

### ERINDALE COLLEGE LIBRARY

Monday to Thursday,

8:45 a.m. to 10 p.m.

Friday, 8:45 a.m. to 5 p.m.

Sunday, 1 to 5 p.m.

## PHD ORALS

Graduate faculty please call the PhD examinations office at 978-5258 for information regarding time and location for these listings.

### MONDAY, MAY 9

Randolph Jeffrey Tighe,  
Department of Education,  
"The Impact of Using  
Computer Technology on People  
with Disabilities."  
Prof. P.H. Lindsay.

### TUESDAY, MAY 10

Janice Darlene Gobert,  
Department of Education,  
"Expertise in the Comprehension  
of Architectural Plans:  
Contribution of Representation  
and Domain-Knowledge."  
Prof. C. Bereiter.

### WEDNESDAY, MAY 11

Alexander Boyd Blackburn,  
Department of Psychology,  
"Involuntary Recollection:  
How Does a Cue Trigger the  
Spontaneous Recollection  
of a Memory?"  
Prof. R.S. Lockhart.

### THURSDAY, MAY 19

Thomas Edward Nelson,

Department of Aerospace Science  
& Engineering, "Numerical  
Solution of the Navier-Stokes  
Equations for High-Lift  
Airfoil Configurations."

Profs. D.W. Zingg and  
G.W. Johnston.

### TUESDAY, MAY 24

Iswandi Imran,  
Department of Civil Engineering,  
"Applications of Non-Associated  
Plasticity in Modelling the  
Mechanical Response  
of Concrete."  
Prof. S. Pantazopoulou.

### FRIDAY, MAY 27

David Wylie Courtman,  
Department of Cellular &  
Molecular Pathology,

"The Role of Circumferential  
Strain in Vascular Healing."

Prof. G.J. Wilson.

Minh Dzung Ha,  
Department of Mathematics,  
"Operators with Gaussian  
Distributions, L<sup>2</sup>-Entropy and  
a.e. Convergence."  
Prof. M.A. Akcoglu.

Shu Yun Ma,  
Department of Political Science,  
"The Making of Chinese  
Dissidents: Changes in the  
Relations between Intellectuals  
and the State in the 1980s."  
Prof. V.C. Falkenheim.

### TUESDAY, MAY 31

Janet Patricia Pelletier,  
Department of Education,  
"Children's Understanding of  
School and Teachers' Beliefs and  
Practices in French Immersion and  
Regular English Language  
Kindergarten."  
Prof. E.M. Regan.

## ENCOURAGING SIGNS

*Teaching was valued less than research in the past but the picture may be changing*

BY DEREK ALLEN

The following is the text of an address given by Professor Derek Allen of the Department of Philosophy on April 8 when the Association of Part-time Undergraduate Students (APUS) and the Students' Administrative Council (SAC) presented their 1993-94 APUS-SAC undergraduate teaching awards.

**S**TUDENTS VALUE EXCELLENT teaching. They seek it out, they respond to it when they find it, and, as the APUS-SAC teaching awards testify, they reward it.

The University also values excellent teaching. This is clear from its Statement of Institutional Purpose, which says the University is committed to recognizing excellence in teaching. But does the University value teaching as highly as it values research? The statement says that the University is committed to emphasizing research, publication and related professional contributions in defining the career expectations of professorial staff, and also that in defining those expectations it is committed to insisting on the importance of teaching. These declarations are at least consistent with the placing of equal value on teaching and research.

Almost every Canadian university places equal value on teaching and research at the level of institutional policy. This point was made by Dr. Stuart

Smith in the 1991 report of the Commission of Inquiry on Canadian University Education. But Dr. Smith went on to claim that there was a discrepancy between policy and practice at Canadian universities. While it is typically official policy to give equal weight to teaching and research, in practice teaching is undervalued — research is valued much more highly. The playing field is not level, Dr. Smith argued.

What about at the University of Toronto? Is it the case in practice, even if it is not institutional policy, that research is valued above teaching?

This question is taken up in the provost's white paper, Planning for 2000. There it is reported that in a recent survey (1992) sponsored by Syracuse University, U of T faculty and academic administrators on balance expressed the view that the University should value teaching and research equally, but that in practice it placed greater emphasis on research.

There are signs, however, that this may be beginning to change. I am thinking of the teaching initiatives that are taking place in several faculties.

The Faculty of Pharmacy, for example, now has an educational development committee, with a sub-committee that considers a range of topics including large-group teaching, small-group teaching, the evaluation of teaching and the instructional role of computers. In the Faculty of Applied Science & Engineering the chemical engineering department has decided, without a nudge from the dean, to focus special attention on teaching and to this end has established a teaching committee.

I am indebted for this information to Professor John Kirkness of the Teaching Services office. The very existence of his office is evidence of the importance that the University attaches to the improvement of teaching — in practice, not just at the level of policy statements.

When it comes to practical initiatives to improve the quality of teaching at the University, there is no doubt that the pace is being set by the Faculty of Arts & Science. For several years the faculty has sponsored a series of teaching-related events. This year alone there were 16, between October and March. They included five workshops on language teaching and sessions on teaching in large classes, teaching in small classes, increasing student involvement in the classroom and, as in



And the paper notes that to encourage such initiatives a provostial advisory committee on teaching development has been established. The paper also says that it may become appropriate to encourage strongly, or indeed to require, faculty members to participate in teaching-improvement programs upon initial appointment. I believe it would be appropriate to require this of new faculty as a condition of tenure, and to do so immediately.

On the subject of newly hired faculty, the white paper says that the Department of Philosophy has established a teaching mentorship program to assist new faculty in the development of their teaching skills. Unfortunately this is not quite right. What the department has done is establish a teaching mentorship program for its PhD students, to assist them in the development of their teaching skills.

IN THE AREA OF THE PROFESSIONAL development of the University's PhD students, there is much to be done. It is bizarre that a student can earn a degree that qualifies him or her for a career of university teaching and research without necessarily receiving any systematic training in teaching. I believe that the University of Toronto should

the past few years, a teaching day for recently appointed faculty. Not only did these events take place, they were well attended.

THUS, THERE ARE ENCOURAGING SIGNS. BUT MORE CAN BE done and the provost's white paper recognizes as much.

For example, it says that in making hiring decisions, departments should seek evidence of potential excellence in teaching. In the same spirit I would recommend that no one should be allowed to teach a course at this university who has not demonstrated a reasonable level of teaching competence, either in a teacher-training program or in previous employment.



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The white paper suggests that each division of the University include in its academic plans provisions for programs of professional development for faculty members, including mechanisms for the continuous improvement of teaching.

give serious thought to establishing a teaching requirement for the PhD degree, or, more weakly, a PhD teaching credit. And perhaps this is not beyond the realm of possibility, for I note that Woodsworth College plans to create a course on teaching methodology for PhD students — another encouraging sign.

It was encouraging, too, when the Faculty of Arts & Science last year established peer-reviewed teaching awards for different sectors of the faculty. This takes me back to the white paper. The paper recommends that the University should develop awards explicitly designed to recognize exemplary performance in linking teaching and research — not just at the graduate level but also at the undergraduate level.

This is a good idea. But I think it is not always easy to decide how best to integrate one's teaching and research in a way that will be of real pedagogical value. There are obvious possibilities. Professors can bring the results of their research to class or they can discuss their research projects in class or they can engage students in their research. But it seems to me there is a way of integrating teaching and research that doesn't require professors even to mention their research and this is for professors to bring to class the spirit that animates their research — the conviction they presumably have that intellectual inquiry is deeply to be valued for its own sake, that their discipline is important and that there is excitement to be found in its practice. Teachers who are also researchers are uniquely well placed to bring these attitudes to the classroom and thereby bring their subject to life for their students.

And this, surely, is a mark of an excellent teacher — the ability to bring a subject to life for the student.

The citations for this year's recipients of the APUS-SAC teaching awards make it clear that these teachers have this ability.

One of them, Dr. Guy Allen, is a senior tutor. At last year's annual general meeting of the University of Toronto Faculty Association, he pointed out that 45 percent of all teaching awards granted to the University of Toronto in 1992-93 were won by tutors, a group that represents only six percent of the University's teaching staff. Clearly the University of Toronto is extremely fortunate in its tutors. They are a superb asset to an institution that values excellence in teaching, not just on the level of institutional policy, but in practice as well.